RESOLUTION AGREEMENT
[redacted content]
OCR Case No. 11-23-1715

[redacted content] (the School), a school within the South Carolina Public Charter School District (the District), agrees to implement this Resolution Agreement (the Agreement) to resolve the allegations investigated in Office for Civil Rights (OCR) Case No. 11-23-1715. The Agreement does not constitute an admission by the School or District of a violation of Title VI of the Civil Rights Act of 1964 (Title VI) or any other law enforced by OCR.

Action Item 1: Anti-Harassment Statement

The School will issue a statement that the School does not tolerate harassment based on race, color, or national origin to all students, parents, and staff at the School and will post the statement in prominent locations at the School and on the School's website. The statement will provide notice of the School's policy prohibiting harassment, encourage anyone aware of harassment to report it to the School, identify the process for filing harassment complaints, and note the School's commitment to conducting prompt and thorough investigations of harassment complaints. The statement will include contact information for the designated staff members to whom harassment may be reported. The statement will include the potential disciplinary consequences for those found to have engaged in harassment, note that supportive measures are available to those affected by harassment, and encourage students, parents, and staff to work together to prevent harassment. This statement may also include other protected classes such as sex and disability.

Reporting Requirements:

a. Within 30 days of executing this Agreement, the School will submit to OCR for review and feedback a copy of the proposed statement.

b. Within 15 days of receiving OCR's feedback, the School will provide documentation to OCR of its publication of the statement. This documentation will include, at a minimum, a copy of the notification (i.e., email), the link for the location on the School's website where the statement is published, and a description of all publications in which the statement is placed.

Action Item 2: Staff Training

The **[redacted content]** (the "Middle School") will conduct a training for teachers, administrators, and staff at the Middle School responsible for responding to complaints of racial harassment. The training will cover the School's obligation to investigate and address racial harassment, including appropriately reporting and responding to incidents of harassment, determining whether harassment created a hostile environment for affected students, offering and providing supportive measures to affected students, and implementing non-disciplinary remedies where appropriate, such as taking broader corrective actions to address a more widespread hostile environment.

Reporting Requirements:

a. By November I, 2024, the School will submit to OCR, for OCR's review and feedback, a copy of the proposed training materials and the name(s), position title(s), and qualifications of the individual(s) who will conduct the training.

b. Within 45 days of receiving OCR's feedback, the Middle School will conduct the training and provide verification to OCR, including: (i) the date(s) of the training session(s); (ii) confirmation that the training materials shared with OCR were used; (iii) confirmation that the Middle School used the identified facilitator(s); and (iv) a sign-in sheet with the names, signatures, and position titles of the Middle School personnel who participated in each training session.

Action Item 3: Student Information Session

The School will conduct an age-appropriate information program for all students at the Middle School that addresses harassment based on race. The program will include, at a minimum:

a. a reminder of the School's commitment to having a school environment free from discrimination, including harassment, based on race;
b. an explanation that students who are aware of harassment should promptly report it to the School and details about how the students should report;
c. a notice that harassment is prohibited by the School's policies and procedures;
d. examples of the type of harassing conduct and behavior covered by the policy; and
e. an explanation regarding the potential disciplinary consequences related to findings of discrimination/harassment based on race.

Reporting Requirements:

a. By November I, 2024, the School will submit to OCR, for OCR's review and feedback, a copy of the proposed information program materials and the name(s) and position title(s) of the individual(s) who will conduct the information program.

b. Within 45 days of receiving OCR's feedback, the School will provide documentation that it has conducted one or more sessions of the information program and ensured that students attending the Middle School attended the program. The School will submit to OCR: (i) the date, time, and location of the program session(s); (ii) confirmation that the program materials approved by OCR were used; (iii) confirmation that the Middle School used the identified facilitator(s); and (iv) confirmation that all Middle School students were required to attend the program.

Action Item 4: Investigation of Racial Harassment Reports

The School will provide, for OCR's review, a chart of all reports of student-to-student racial harassment at the Middle School during the 2023-24 school year. The chart will include for each incident a description of the alleged harassment, the names of the alleged harassers, the names of

the targets of harassment, the names of any witnesses and whether they were interviewed, the investigative steps taken, any supportive measures provided, the outcome of the investigation, any discipline that was imposed on the parties involved, the School's assessment of whether the incident created or contributed to a racially hostile environment, and what corrective actions, if any, were taken.

Reporting Requirements: By July 30, 2024, the School will provide OCR with a chart of all reports of racial harassment at the Middle School during the 2023-24 school year as described in Action Item 4.

Action Item 5: Climate Survey

By September I, 2024, the Middle School will administer a climate survey to students at the Middle School that includes gathering information related to the prevalence of discrimination and harassment based on race and the responsiveness of Middle School personnel to student and parent concerns regarding racial discrimination and harassment. Based on its review of the survey results, the School will provide, for OCR's review, its plan to take appropriate corrective action to address the climate issues related to racial harassment identified through the survey, if any.

Reporting Requirements:

a. By July 30, 2024, the School will submit the proposed survey to OCR for review and approval.

b. Within 30 days of receiving OCR's approval, but no earlier than September I, 2024, the Middle School will administer the survey.

c. Within 60 days of receiving survey results, the School will provide those results to OCR as well as any plans for corrective action.

By signing this Agreement, the School agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement.

The School understands that OCR will not close the monitoring of this Agreement until such time as OCR determines that the School is in compliance with the terms of the Agreement and with the obligations under Title VI and its implementing regulation at 34 C.F.R. Part 100 at issue in this case.

The School understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice for judicial proceedings to enforce the specific terms of this Agreement and the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the School written notice of the alleged breach and 60 calendar days to cure the alleged breech.

By: _____/s/_____
Managing Director or designee, **[redacted content]**

Date: 5/20/2024